

**POLICE OFFICER, GS-0083 SERIES**  
**SUSTAINMENT TRAINING CURRICULUM**



**Protect – Defend – Fight**

## **CAREER FIELD EDUCATION AND TRAINING PLAN**

**ACCESSIBILITY:** Publications and forms are available on the e-publishing website at [www.e-publishing.af.mil](http://www.e-publishing.af.mil) for downloading or ordering.

**RELEASABILITY:** There are no releasability restrictions on this publication.

**POLICE OFFICER, GS-0083 SERIES**  
**CAREER FIELD EDUCATION AND TRAINING PLAN**

**TABLE OF CONTENTS**

<i>Foreword: Memorandum from Career Field Manager, Security (Law Enforcement)</i>	iv
<b>PART I</b>	
Preface	1
Overview	2
Section A, General Information	3
Introduction / Purpose	3
Force Development	4
Career Field Oversight and Leadership	6
Section B, Career Field Progression, and Information	9
Civilian Defender Specialty Description	9
Police Officer, GS-0083 Career Progression (Path and Planning)	11-17
Section C, Proficiency Level Training Requirements	
Purpose	
Training Requirements	17-19
Section D, Resource Constraints	19
Section E, Transition Training Guide	19
<b>PART II</b>	
Section A, Occupational Series Training Standard (STS)	19-20
Section B, Course Objective List	21
Section C, Support Materials	21
Section D, Training Course Index	21
Section E, Major Command Unique Requirements	21
<b>Occupational STS/CTS Attachments</b>	

[Appendix A](#), Security Forces Core STS

A-1

[Appendix B](#), Glossary of References and Supporting Information

B-1

---

OPR: AF/A4SF (Lt Col Pete Micale)

Certified by: AF/A4SF (Ms. Sakeithea Rodgers, AF Career Field Manager, Security (Law Enforcement))

Supersedes: CFETP 0083/0085, 01 October 2012

Pages: 46

MEMORANDUM FOR HQ AFPC/DP2LSS

FROM: AF/A4S CFM, Security (Law Enforcement)

SUBJECT: Police Officer, GS-0083 Professional Development

1. PURPOSE: The Career Field Management (CFM) Team is focused on **Recruiting** talented and capable candidates for Security Forces (SF) duty; **Developing** professionals who can deliver USAF and SF results, while **Retaining** highly skilled and broadly recognized leaders.

2. DEVELOPMENT OBJECTIVES: Civilian Defenders are an integral part of the Total Force and must stand ready to work side-by-side with the uniformed service members.

a. To build, develop, and sustain a world-class workforce dedicated to protecting the nation, SF combines long-term human capital strategic planning with targeted recruitment of a highly qualified, diverse workforce. The Air Force has always attracted high-caliber Americans to join its mission of serving and protecting the country, and through targeted recruitment, rigorous background investigations, and through vetting, the best of those are invited to join SF.

b. We continue to prioritize training by providing challenging environments which serve in the development of complementary skills, a career path that develops and provides continuity, and leadership development opportunities at an unprecedented level so it's current and future leaders have the skillsets to successfully confront emerging national security and law enforcement threats.

c. Working cooperatively with the DoD Peace Officer Standards and Training (POST) Commission SF will continue to develop, coordinate, and approve continuing education programs to advance the professional development of the workforce. The CFM Team will continue to provide oversight to ensure SF delivers effective, high-value training and learning opportunities to the right employees at the right time in their careers while ensuring fiscal responsibility and accountability.

d. National security and diversity go hand-in-hand. Our skills and opportunity pathways center on building an inclusive workforce to minimize barriers to achieving a workforce that meets mission demands while representing the broader population they defend. It's about cultivating an environment where talented individuals of all backgrounds can contribute to something bigger than themselves – our national security.

3. In the end, the strength of the Civilian Defender Program is its people—their skills and abilities, their experience and integrity. Civilian Defenders uphold civil rights, defend physical and electronic infrastructure, safeguard national secrets, protect the environment, and keep drugs out of our communities. Today's Civilian Defender is vital to defending our nation's democracy and way of life.

SAKEITHEA "KAY" RODGERS, GS-15, DAF  
Career Field Manager, Security (Law Enforcement)

## **PREFACE**

The Department of Air Force (DAF) SF CFM Team developed this Career Field Education and Training Plan (CFETP) to support Police Officer, GS-0083 professional development of technical competencies and training. This CFETP is a comprehensive document that identifies desired training, education, and experience for the Police Officer series; provides information on career opportunities; and provides a tool for supervisors to work with employees in charting training, education, and career broadening goals.

This CFETP consists of two parts; both parts of the plan assist supervisors in planning, managing, and controlling training within the career field. Occupational Police Officers in the security forces squadrons, groups, direct reporting units, and major commands will use this plan to perform successfully in their development.

Part I provides general information necessary for overall management of the specialty. Section A explains how everyone will use the plan. Section B identifies career road map progression information, knowledge, and training strategies. Section C associates each proficiency level with the progressive path (knowledge, training, education, and other). Section D indicates resource constraints (for example, funds, manpower, equipment, and facilities). Section E contains the transition training guide.

Part II includes the following: Section A identifies the Specialty Training Standard(s) (STS) and includes tasks and training references to support development. Supervisors will use Section A to document training and certifying official use to certify training. Section B contains the course objective list/training standards (Not Used). Section C identifies available on-the-job support materials provided by Department of Air Force Handbooks (AFHs) and Security Forces Training Reference Guides (SFTRG). Section D contains the training course index, identifying where supervisors can find and determine resources available to support training, including both mandatory and optional courses. Section E is reserved to identify major command (MAJCOM) unique training requirements. The core Specialty Training Standard for Police Officers (MWD) Appendix A Officer Training Standard Police Officer, GS-0083 identifies the tasks and technical references required to support unit training; establishes training requirements; identifies developmental tasks; and identifies distance learning courses. At the unit level, supervisors and trainers will use Part II to identify, plan, and conduct training commensurate with the overall goals of this plan.

Supervisors and employees together using guidance provided in this CFETP will ensure employees receive the right training and education at the appropriate points in their careers. Proper use of this plan enables us to train today's workforce for tomorrow's jobs.

Civilian Defender career field team members are encouraged to follow the guidance provided in this CFETP and seek additional guidance from their supervisors and mentors.

## OVERVIEW

This publication implements Air Force Manual (AFMAN) 36-142, *Civilian Career Field Management* and interfaces with Department Air Force Instruction (DAFI) 36-130 *Air Force Civilian Career and Developmental Programs*, AFI 36-401, *Employee Training and Development*, AFI 36-1401, *Civilian Position Classification*, and AFI 36-2670, *Total Force Development*; it outlines procedures and criteria for civilian career field management and force development (FD). This CFETP is a comprehensive developmental training document and identifies career progression and training for the Police Officer, GS-0083. This CFETP applies to all Department of Air Force activities, including appropriated fund (Title 5), Air National Guard (Title 5), Air Force Reserve (Title 5), and Air National Guard (Title 32) civilians. It provides all Police Officer, GS-0083 with a clear career path to success.

This CFETP offers a developmental path that complements Air Force and Security Forces vision for leaders. This plan will enable us to train today's workforce for tomorrow's challenges. Commanders and supervisors at all levels will use the CFETP as the primary means to develop Police Officers.

The list of courses in Part II will be used as a reference to support developmental training. DAF develops publications on specific subjects, procedures, or equipment. MAJCOMs or local units select and localize these publications to fit their needs.

**Career Path Transition: This CFETP specifically covers the Police Officer, GS-0083 series. Civilian Defenders seeking growth opportunities beyond GS-9 should refer to the Continuum of Learning (CoL) for Security Specialist GS-0080.**

## PART I – SECTION A, GENERAL INFORMATION

### 1. Introduction

Civilian Police Officers perform law enforcement work to maintain law and order, preserve the peace, protect life and civil rights, detect, and investigate crimes, arrest or apprehend violators, and perform patrols within the assigned jurisdictions. Civilian Police Officers are mission enablers, relied upon to execute law enforcement missions during day-to-day operations and increased force protection and health conditions. Commitment to training and developmental opportunities determine how well Security Forces carries out and sustains law enforcement missions.

Police work is a career that requires utmost dedication to doing the right thing. It undeniably and understandably places a tremendous degree of expectation upon officers, leading the standards for police ethics to be some of the highest among any profession. Law enforcement officers must accept and abide by a high ethical and moral standard that is consistent with the rule of law they are sworn to uphold. This includes consistently employing propriety and discretion in their personal lives that reflects favorably on themselves as professionals and the Department of the Air Force.

1.1. **Purpose.** This CFETP outlines developmental training available to Civilian Defenders in the Police Officer, GS-0083. This plan is intended to assist in developing Civilian Defenders who have the required knowledge, skills, and experience to execute integrated base defense programs. This CFETP is a tool for the Air Force Career Field Manager (AFCFM), commanders, training managers, supervisors, and trainers to use in the planning, developing, managing, and conducting effective civilian development. Commanders and supervisors are encouraged to use this plan to help broaden the knowledge, experience, and skills of the assigned civilian personnel as they progress throughout their career. The CFETP also serves the following purposes:

1.1.1. Serves as a management tool to plan, manage, conduct, and evaluate development. It also helps supervisors identify development at the appropriate point in an individual's career.

1.1.2. Identifies task and knowledge for each proficiency level in these specialties.

1.1.3. Lists training courses available.

1.1.4. Identifies major resource constraints which impact implementation of desired career field training program.

1.2. **Responsibility.** Commanders and supervisors take active roles in civilian development by providing mentoring and career planning. Individuals should review career goals with their supervisor, mentor, or senior civilian during frequent mentoring sessions and performance feedback sessions. They will discuss career development and progression using this document as a key part of the discussion foundation.

1.3. **Civilian Defender Transformation Strategy.** We must take action to prepare ourselves for a future that will look much different than our past. Our National Defense Strategy states that Our Homeland is No Longer a Sanctuary. The threats we protect our communities from are increasingly diverse and complex, necessitating a more sophisticated response to the challenges we face now and in the future.

## 2. Force Development

2.1. **Objectives.** The objectives of civilian workforce development are to create a strategy to effectively develop leaders to meet mission requirements and efficiently utilize resources. The workforce strategy is: 1) to identify capabilities, talent, and competency requirements, 2) to develop management framework to meet force renewal, functional, and corporate requirements, and 3) to ensure the framework is flexible enough across the career field to meet unique mission requirements. Efficient use of Air Force financial resources involves: 1) identifying the framework for executing financial resources/priorities, and 2) assessing an acceptable degree of risk and/or alternative funding.

2.2. **Force Development.** Force Development is the series of experiences and challenges, combined with education and training, that develop Defenders as leaders. The goal is to develop occupational and institutional competencies in all Defenders through education, training, and experience to satisfy current and future mission requirements.

2.3. **Understanding Competencies.** A competency is an observable, measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics needed to perform work roles or occupational functions successfully. Competencies underlie all activities related to the DoD Framework for Career Lifecycle Management. Applying competencies throughout the framework helps DoD maintain a stable and capable civilian workforce.



## What differentiates competencies, knowledge, skills, and abilities?

TERM	DESCRIPTION
Competency	An attitude and/or behavior pattern that underpins how people do their jobs. Competencies influence how well people apply their knowledge, technical and management skills, as well as their innate abilities.
Knowledge	Knowledge is the education and/or understanding necessary to do a job. Examples include professional and institutional knowledge (e.g., knowledge to be an accountant, engineer, IT specialist, etc.). This is what people need to know to do their jobs.
Skill	Skills are needed to perform a functional job role. Examples include technical and management skills (e.g., project management, time management, data analysis). Skills can be learned and improved through training and experience.
Ability	Abilities refer to a person’s innate capacity to perform physically or mentally (e.g., mathematical reasoning, finger dexterity). Abilities can be improved through a combination of experience and individual aptitude.

Table 1: Adapted from DoD Instruction 1400.25, Volume 250, “Civilian Strategic Human Capital Planning”, November 18, 2008.

2.4. **Occupational Competencies.** Occupational (or technical/functional) competencies are specific to the Police duties that focus on building depth of functional experience and specific areas of expertise that enable individuals to successfully perform their unique duties. This is achieved through the DoD Competency Modeling Process.

2.5. **Institutional Competencies.** Institutional competencies are the building blocks to develop Air Force leaders across all occupations and organizational levels. Airmen are expected to gain these competencies throughout their career while developing the increased responsibility, occupational skill sets, and leadership education, training, and experience necessary to assume leadership positions. The eight Air Force institutional competencies are divided into three categories, Personal, People/Team, and Organizational and are reflected in the Continuum of Learning (Figures 1.6 and 1.7.).

2.6. **Levels of Development.** Throughout their career, Defenders are likely to progress through three levels of development—Tactical Expertise, Operational Competence, and Strategic Vision. At each level, Defenders are expected to master certain skills and gain occupational and institutional competencies to certain proficiency levels to optimize job performance and help them proceed to the next development level. The Career Roadmap (Figure 1.3), Career Pyramid (Figure 1.5.), and the Continuum of Learning (Figures 1.6. and 1.7.), tie directly to the levels of development and these expectations (Figure 1.4.). This concept maximizes individual capabilities to produce skilled, knowledgeable, and competent Defenders who can apply the best tools, techniques, and procedures to produce a required operational capability.

**Figure 1.1. Development Levels**

**Tactical Expertise:** Defenders master their primary duty skills, learn to apply those skills, and gain an understanding of team leadership and an appreciation for institutional leadership. Tactical leaders include supervisors, police officers, and support staff. At the unit and sub-unit levels, individuals perform specific tasks that contribute to the execution of operations.

**Operational Competence:** At this level, day-to-day warfighting is executed, and command and control operations are carried out. Defenders can understand the broader DAF perspective and the integration of diverse people and capabilities to execute operations. They continue to develop personal leadership skills and can apply an understanding of organizational and team dynamics.

**Strategic Vision:** Defenders combine highly developed occupational skills and institutional competencies to apply broad leadership capabilities and learn how these capabilities are integrated to achieve results in joint, multinational, and interagency contexts. A Defender's required competencies transition from the integration of people with missions to leading complex, multi-tiered organizations.

2.7. **Importance of Development.** The DAF recognizes the importance of ensuring the development of civilians in a deliberate manner. The CFM team utilizes the Force Development construct to continuously analyze the specialized knowledge and skills required for civilians to execute integrated base defense programs and identify the education, training, and assignment experiences that develop our workforce to meet those requirements.

2.8. **Coordination and Approval.** HAF/A4S develops this CFETP. The approval authority is the AFCFM. The AFCFM will align development efforts with the AF/A1D Force Development Team to ensure compliance with institutional guidance. The Civilian Development Council (CDC) will identify and coordinate on the career field training requirements. The AFCFM will initiate an annual review of this document by the CDC to ensure currency and accuracy.

### 3. Career Field Oversight and Leadership

3.1. **Security Functional Authority.** Provides oversight and advisory services related to the Security Forces community. Responsibilities include:

3.1.1. Serve as a member of the Force Management and Development Council and providing corporate perspective on functional community requirements.

3.1.2. Provide strategic oversight of Total Force Development to include identification and prioritization of functional community requirements.

3.2. **SF Functional Manager (FM).** Provides functional management ensuring the SF community is equipped, developed, and sustained to meet the DAF SF mission requirements. Responsibilities include:

3.2.1. Provide career field guidance.

3.2.2. Ensure development opportunities align with SF requirements and future needs of the USAF.

3.2.3. Appoint a CFM to manage civilian SF career field programs and issues.

3.3. **AFCFM.** Serves as the Civilian CFM for Security Forces (Law Enforcement) and implements career field policies, plans, and programs. Responsibilities include:

3.3.1. Address issues and coordinate specialty concerns.

3.3.2. Provide central oversight for career field training and education.

3.3.3. Advocate mentorship and development efforts.

3.3.4. Chair the Security Forces Civilian Development Council meeting.

3.4. **Civilian Development Council (CDC).** Reports to and provides advisory support to the CFM Security Forces (Law Enforcement). Responsibilities include:

3.4.1. Oversee tasks enhancing the career field and provides implementation and execution guidance to the CFM as well as the Security Career Field Team.

3.4.2. Develop and implement developmental strategy for the SF civilian workforce.

3.4.3. Focus on civilian workforce recruiting, hiring, retention, training, growth, and development.

3.5. **SF Civilian Development Team (DT).** Comprised of appointed SF senior civilian and active-duty professionals who assess, develop, and implement a comprehensive plan for achieving SF Career Field (CF) mission-driven force development requirements. Responsibilities include:

3.5.1. DAF and career field policies and programs affecting SF CF management.

3.5.2. Identify key tactical, operational, and strategic SF CF positions.

3.5.3. Develop education, experience, and assignment vectors for SF CF personnel.

3.5.4. Review civilian development plans and resumes to recommend development opportunities and future assignments for eligible personnel.

3.5.5. Provide developmental feedback to personnel via individualized vectors.

3.5.6. Coordinate and prioritize nominations for Civilian Developmental Education programs, long-term training degree programs and career broadening assignments.

3.5.7. Interface with the Department of Air Force Personnel Center (AFPC) and other career fields regarding planning, recruitment, and funding for SF CF requirements.

3.6. **AFPC Security Career Field Team (CFT).** Provides oversight and guidance for force shaping and development of Security career field positions. Responsibilities include:

3.6.1. Advocate at AFPC regarding personnel actions for positions.

3.6.2. Plan/execute force renewal program hiring, training, and outplacement.

3.6.3. Submit funding requests for education, training, career broadening, and leadership development requirements and manage career field training budget.

3.6.4. Coordinate and facilitate DT vectoring and selection meetings, provide development plan feedback to team members and their supervisors.

3.6.5. Advise FM/CFM on career field management strategies and issues.

3.7. **Unit Leadership.** Ensures immediate supervisors and assigned personnel accomplish unit level On-the-Job Training (OJT), position certification, and encourages development plan submission. Additionally, leaders encourage civilian participation in SF career field specific/technical training programs when appropriate.

3.8. **Supervisors of the Police Officer, GS-0083.** Are responsible for the following:

3.8.1. Ensure team members attend and complete required/unit training tasks.

3.8.2. Review progress and provide periodic feedback to SF career field members.

3.8.3. Encourage team members to develop and submit development plans.

3.8.4. Review, provide feedback, and endorse development plans.

3.8.5. Encourage/select personnel for participation/attendance at developmental training.

3.9. **Police Officer, GS-0083.** Are encouraged to follow the guidance provided in this CFETP and seek additional guidance from their supervisors and mentors.

## **PART I – SECTION B - CAREER FIELD PROGRESSION AND INFORMATION**

## 1. Civilian Defender Specialty Description

1.1. **Occupational Series Description.** Performs law enforcement work to maintain law and order, preserve the peace, protect life and civil rights, detect and investigate crimes, arrest or apprehend violators, support military working dogs, and patrols within the jurisdiction of the military installation.

All Defenders both military and civilian will adhere to the Department of Air Force Core Values of “*Integrity First, Service Before Self, and Excellence in All We Do.*”

Police work requires skilled, knowledgeable, and experienced professionals who possess a high level of proficiency associated with law enforcement missions. Therefore, a structured education and training plan helps recruit, educate, train, and retain a superior team capable of meeting present and future support challenges. Our competency-based approach to force development is critical to ensuring all Defenders can operate successfully in a constantly changing environment.

This CFETP provides a consolidated framework for commanders, supervisors, and individuals to plan an effective civilian development and training program. This plan incorporates the Department of Air Force institutional, occupational, and technical competencies designed to ensure Civilian Defenders receive efficient and effective training and development at the appropriate points in their career.

1.2. **Duties and Responsibilities Overview.** General duties are outlined to provide insight to the complexity and diversity of the career field; visit [Knowledge Detail \(af.mil\)](#) and <https://usaf.dps.mil/teams/SMARTNet/SitePages/AFJQSs-%26-SFTRG.aspx>

1.3. **Civilian Defender Education and Training Opportunities.** The following paragraphs provide a summary of civilian education and training opportunities available to Civilian Defenders. Application procedures and eligibilities vary. If interested, follow the links below. Contact the Security Civilian Career Team at AFPC [afpc.security.cft@us.af.mil](mailto:afpc.security.cft@us.af.mil) if you have additional questions.

1.3.1. **Field Training Officer (FTO).** The FTO will serve as primary law enforcement officer (LEO) trainer and evaluator for military and civilian LEOs. The FTO selectee should be a LEO role model in dress, appearance, and duty performance. FTOs must be qualified patrolmen and meet all requirements associated with DoD and Air Force Peace Officers and Standards Training (POST). The FTO must complete CFM approved FTO formal course before performing training or evaluation duties.

1.3.2. **LEO Supervisor.** Supervises the performance of LEOs (military and civilians) assigned to a flight or section. The supervisor is responsible for directing law enforcement activities, management of assigned personnel and equipment, disciplinary actions, evaluations/feedbacks and implementation of commander’s policy. Supervisors should be former patrolmen, FTOs and/or experienced in training, developing and leading smalls element

or an area/zone, responsible for multiple patrols/SF members. LEO Supervisors must complete CFM approved formal course before filling supervisory duties full time.

**1.3.3. New Employee Orientation (AFPC).** New Employee Orientation is a web-based training program in MyLearning that provides employees a basic knowledge of Department of Air Force culture and mission. The goal is to ensure all Department of Air Force civilians begin their career with the same valuable and consistent information regardless of function or location. All permanent civilian employees are required to complete the course within their first 90 days of employment.

**1.3.4. Civilian Developmental Education.** There are three levels of civilian developmental education: Basic Developmental Education (BDE), Intermediate Developmental Education (IDE), and Senior Developmental Education (SDE). Prior service members who already completed these courses are not expected to repeat them. As such, the Development Team (DT) recommends the right person, at the right time, for the right training.

**1.3.5. Developing Team Leader Course.** The goal of this course is to prepare Department of Air Force civilians for future leadership, managerial and supervisory roles. The course is a unique blend of distance learning and a 4-day in-residence, experiential curriculum designed to provide a distinctive experience focused on Department of Air Force team leaders and how they contribute to the Department of Air Force's overall success. The curriculum provides team leadership development for responsibilities increase. This is an intensive development program and entails outside reading and projects.

**1.3.6. Professional Military Education (PME) (In-Residence or by Correspondence).** For opportunities within the varied enlisted and officer PME opportunities understanding that each venue may have requirements of grade, previous experience, education, and post service commitments upon successful course completion. For additional information, visit the following link: [Knowledge Detail \(af.mil\)](#).

**1.4. Civilian Tuition Assistance Program (CTAP).** Civilian tuition assistance is available to Civilian Defenders Career Field team members for mission-related education and training. All career field civilians are eligible for tuition assistance. This program allows team members to initiate requests for specific courses at the institution of their choice and attend on a voluntary, off-duty basis. Courses must be related to the job or the mission of the organization, improve individual or organizational performance, and assist an agency in achieving performance goals. The career field Team determines whether courses selected are mission or job-related. Tuition assistance is not provided for courses at a level lower or equal to a degree already attained. The standard rate of 75 percent of tuition costs applies. Funding is limited and submission of a mission-related request for tuition assistance does not mean automatic approval. Eligible team members do not receive funding until approved by the Civilian Career Field team. AFI 36-401, *Civilian Training, Education, and Professional Development*, and AFMAN 36-606, *Civilian Career Field Management and Development*, provide specific details and requirements related to CTAP.

**1.5. Online Distributed Learning.** There are numerous computer-based training modules and resources that can and should be used throughout a career to develop and broaden the professional knowledge base.

1.5.1. **MyLearning.** This system delivers, tracks, reports, and sustains leading-edge distance learning – anytime, anywhere – to educate and train the Total Force. MyLearning is also linked/associated with 18 other derivative sites offering a wide range of Distributed Learning courses.

1.5.2. **Department of Air Force e-Learning.** This site hosts a wide variety of leadership/management development courses, college credit/certification programs, and a Books 24x7 site, along with several other programs.

1.6. **Additional Career Development Programs.** Civilian Defender Career Field team members are encouraged to participate in education, training, or assignment experience opportunities. For more information contact the AFPC Security Civilian Career Field Program at [afpc.security.cft@us.af.mil](mailto:afpc.security.cft@us.af.mil).

## 2. Police Officer, GS-0083 Career Progression (Roadmap and Planning).

2.1. **Skill and Career Progression.** It is essential that everyone involved in training contribute to an effective training program. The guidance provided in this part of the CFETP will ensure individuals receive training at the appropriate points in their careers.

2.2. **Proficiency Levels.** DAF assesses proficiency on a five-point Likert scale. *Proficiency Levels* indicate the degree to which employees have mastered a competency.

**Figure 1.2. Proficiency Levels**

<i>Basic</i>	<i>Intermediate</i>	<i>Proficient</i>	<i>Skilled</i>	<i>Advanced</i>
Initial skills training in these specialties consists of the task and knowledge training provided in the SF Home Station Training (HST) and/or OJT. OJT will be directed to prepare candidates for the Civilian Police Academy.	Successfully complete and graduate from a basic LE training course provided or recognized by the DoD Military Departments or Defense Agencies. Obtain the required minimum 400 hours of initial basic LE training, as required by DoD POST Commission Guideline #1. After initial training, all DoD LE officers will be required to complete 40 hours of in-service training annually. This training will encompass DoD	Successfully complete and graduate from a basic LE training course provided or recognized by the DoD Military Departments or Defense Agencies. Obtain the required minimum 400 hours of initial basic LE training, as required by DoD POST Commission Guideline #1. After initial training, all DoD LE officers will be required to complete 40 hours of in-service training annually. This training will encompass DoD	Successfully complete and graduate from a basic LE training course provided or recognized by the DoD Military Departments or Defense Agencies. Obtain the required minimum 400 hours of initial basic LE training, as required by DoD POST Commission Guideline #1. After initial training, all DoD LE officers will be required to complete 40 hours of in-service training annually. This training will encompass DoD	Successfully complete and graduate from a basic LE training course provided or recognized by the DoD Military Departments or Defense Agencies. Obtain the required minimum 400 hours of initial basic LE training, as required by DoD POST Commission Guideline #1. After initial training, all DoD LE officers will be required to complete 40 hours of in-service training annually. This training will encompass DoD

	POST Commission Guideline #1.	POST Commission Guideline #1.	POST Commission Guideline #1.	POST Commission Guideline #1.
The STS task listings located at Appendices A and B identify developmental task and training.	The STS task listings located at Appendices A and B identify developmental task and training.	The STS task listings located at Appendices A and B identify developmental task and training.	The STS task listings located at Appendices A and B identify developmental task and training.	The STS task listings located at Appendices A and B identify developmental task and training.
			Successfully complete and graduate from supervisory and/or advanced training course provided or recognized by the DoD Military Departments or Defense Agencies.	Successfully complete and graduate from supervisory and/or advanced training course provided or recognized by the DoD Military Departments or Defense Agencies.

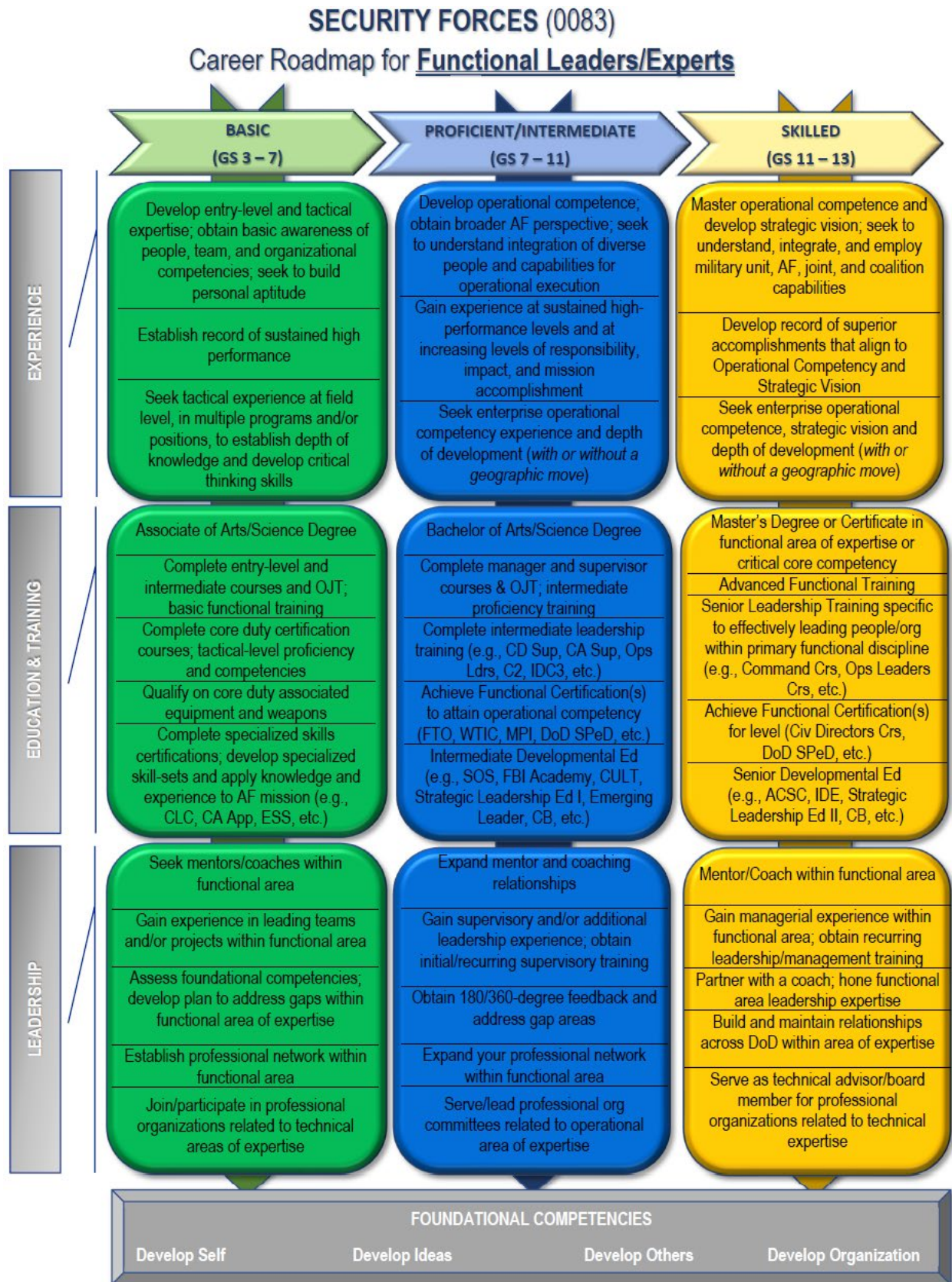
2.3. **Training Decisions.** This CFETP includes developmental training for this specialty. Included in this spectrum was the strategy of when, where, and how to meet these training goals. The strategy is apparent, reducing duplication eliminates a fragmented approach to training. The Department of Defense Instruction (DoDI) 1400.25, *Volume 250, DoD Civilian Personnel Management System: Civilian Strategic Human Capital Planning*, November 18, 2008, established a systematic approach to developing, evaluating, and aligning civilian workforce competencies with mission and job requirements throughout the DoD Framework for Career Lifecycle Management. Competencies, when effectively integrated into the DoD Career Framework and used in accordance with established DoD and DAF procedures.

2.4. **Civilian Defender Continuum of Learning (CoL) Career Path.** Civilian Defenders, while part of the civilian security career field, are guided by their specific career path that is reflected in the CoL. The CoL is a comprehensive list of desired education, self-development, training, and typical assignments for each level in the career path. Although a given course or level of education is shown as desirable for a given position at a given level, it does not mean an individual will not progress without that course. Each phase includes desirable training, education, and self-improvement from the previous phases/grade groups. Continuously developing current and future leaders is critical to achieving the Department of Air Force mission. This requires ongoing occupational skills and institutional competencies development, which serve as the building blocks for developing leaders. The continuum guides institutional competency development, and the following:

2.4.1. Provides a roadmap for development through education, training, and experiential opportunities.



Figure 1.3. Career Roadmap



## SECURITY FORCES (0083) - Career Roadmap Definitions & Acronyms

### EXPERIENCE

- As you progress through the Basic, Intermediate, and Advanced/Expert levels, you should first aim to develop technical depth, then further hone mission knowledge within your primary/related discipline. At advanced levels, gain advanced technical expertise and pursue breadth within your functional area of expertise in the local area. Focus on building both institutional and occupational competencies throughout your career. You should also develop a record of sustained high performance and superior accomplishments that align to Functional/Technical Qualifications.

### EDUCATION & TRAINING

- As you progress through the Basic, Intermediate, and Advanced/Expert stages of your career, pursue appropriate formal education, technical, and/or leadership training opportunities. Contact your organization's training coordinator and/or the AFPC Civilian Development Office to learn about those various options. Maximize local training opportunities, seek distance learning courses to enhance your skills, and consider one of the many courses/programs available at [mymers.af.mil](http://mymers.af.mil). Basic, Intermediate, and Senior Developmental Education is optional for this path and may be acquired via non-resident distance learning. Continue to hone your technical knowledge by seeking a master's or doctorate degree in your chosen field of expertise. Seek relevant test-based functional certifications within your primary discipline and maintain respective certification(s) by completing all applicable continuing education and training hours.

### LEADERSHIP

- At the **Basic** level, build your leadership competence by exercising your professional network through mentor/coach relationships and professional organizations while gaining experience in leading teams/projects within your functional area. Observe how leaders around you lead those teams/projects and emulate behaviors you admire.
- At the **Intermediate** level, build a professional network, expanding mentoring/coaching relationships within your functional area. Seek leadership positions on professional committees related to your technical area of expertise.
- At the **Skilled** level, shift focus from self-improvement to organizational issues. Provide practical solutions and implementable ideas which have achieved increased proficiency in the security area. Impart knowledge unto others and help them learn the skills required to enhance their proficiency levels, in a way that they can understand. Engage in positive conversation with senior professionals regarding this competency, and assist in the creation of research materials.

### Tactical Expertise

- Capable to perform core duties and acquire knowledge and experience to apply those skills to enable the Air Force mission. Personal competencies are the primary focus at this level and basic awareness of people/team and organizational competencies.

### Operational Competence

- Able to understand the broader Air Force perspective and the integration of diverse people and their capabilities in the execution of operations. At this level, continue to develop personal competencies with a primary focus on people/team competencies.

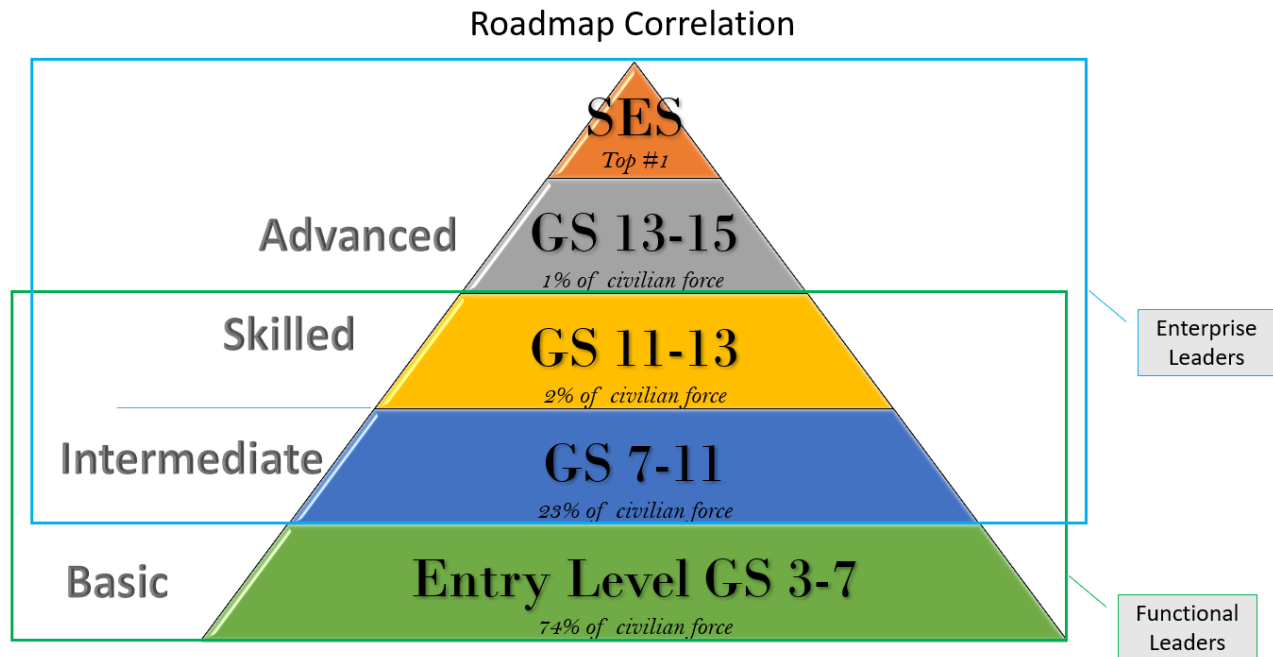
### Strategic Vision

- Employs military capabilities, applying the operational and strategic arts with a thorough understanding of capabilities of units, the Air Force at large, and joint and coalition forces. The individual enhances personal and people/team competencies while the primary focus is on the organizational competencies.

- \* Air Command & Staff College (ACSC)
- \* Career Broadening (CB)
- \* Command & Control (C2)
- \* Combat Leaders Course (CLC)
- \* Civilian Acculturation Leadership Training (CULT)
- \* Federal Bureau of Investigations (FBI)
- \* Field Training Officer (FTO)
- \* Integrated Defense Command & Control Course (IDC3)
- \* Intermediate Developmental Education (IDE)
- \* On-The-Job Training (OJT)
- \* Military Police Investigator (MPI)
- \* Squadron Officers School (SOS)
- \* Security Professional Education Development (SPED)
- \* Weapons and Tactics Instructor Course (WTIC)

2.4.2. Links three development levels (Tactical Expertise, Operational Competence, and Strategic Vision) to institutional competencies and the foundational and targeted programs used to develop leaders.

**Figure 1.4. Career Roadmap/Pyramid Correlation**



- 2.4.3. Clarifies what the Department of Air Force values in leadership development.
- 2.4.4. Establishes requirements and expectations.
- 2.4.5. Synchronizes institutional leadership development programs.
- 2.4.6. Allocates resources.

2.5. **Purpose.** The CoL initiative is a shift to better focus how Police Officers, GS-0083 learn by integrating education, training and experience in ways that allow them to learn anytime, anywhere throughout their careers. The end goal is to create a culture of lifelong learning.

2.6. **Components.** Key concepts included in this learning paradigm shift are modularized learning, blended learning, on-command and on-demand learning, competency-based learning, and the Civilian Defenders' training record. The various grade level groupings in this occupational series are stated in broad terms and establish the standards of performance. Specific duties and responsibilities are described in the employee's position description or core document. The Office of Personnel Management 0000 – *Miscellaneous Occupations Group Coverage Qualification Standard for Grade Evaluation Guide for Police and Security Guard Positions in Series, GS-0083, GS-0085* and the *General Schedule Supervisory Guide* is used in making qualification determinations. Equivalent combinations of education and experience are qualifying for all grade levels for which both education and experience are acceptable. Experience suggests individuals who aggressively pursue suggested education and training and are available for geographic relocation to a variety of jobs of increasing responsibility will have the best chance for selection to management positions. Other state or host nation-specific requirements may apply.



Figure 1.5. Career Pyramid

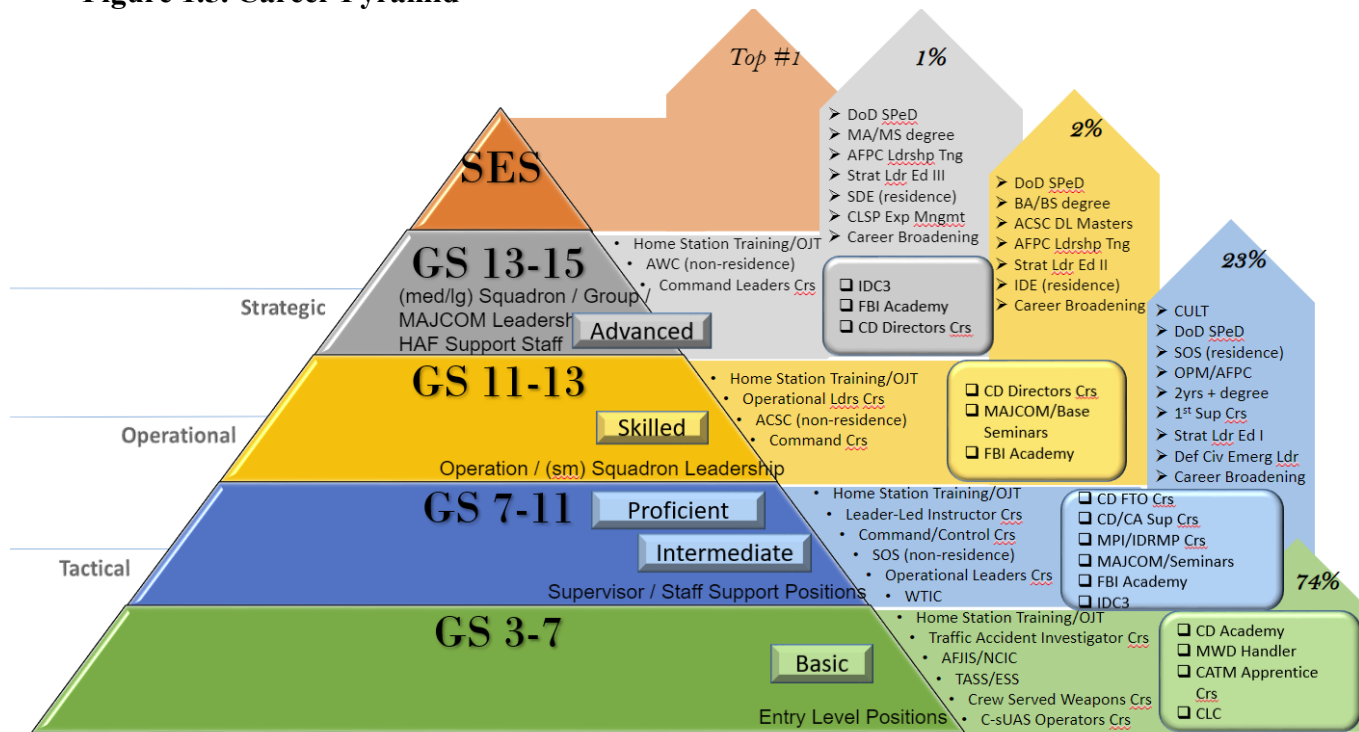


Figure 1.6. Continuum of Learning - Basic

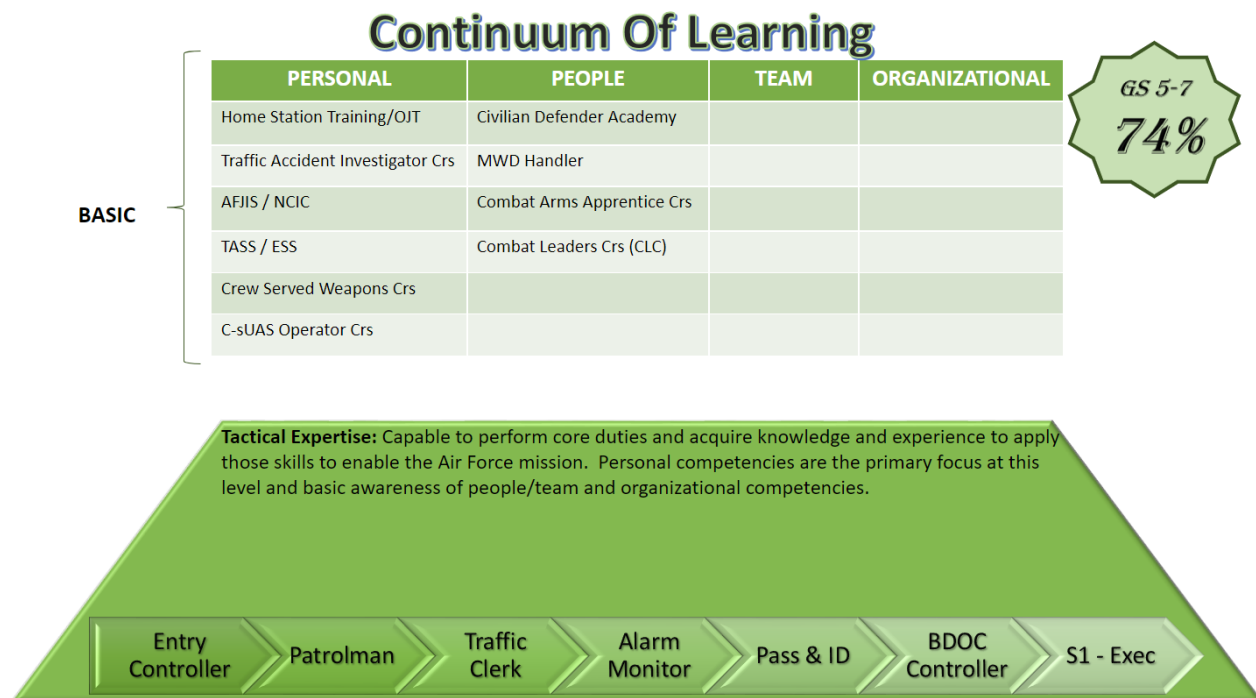
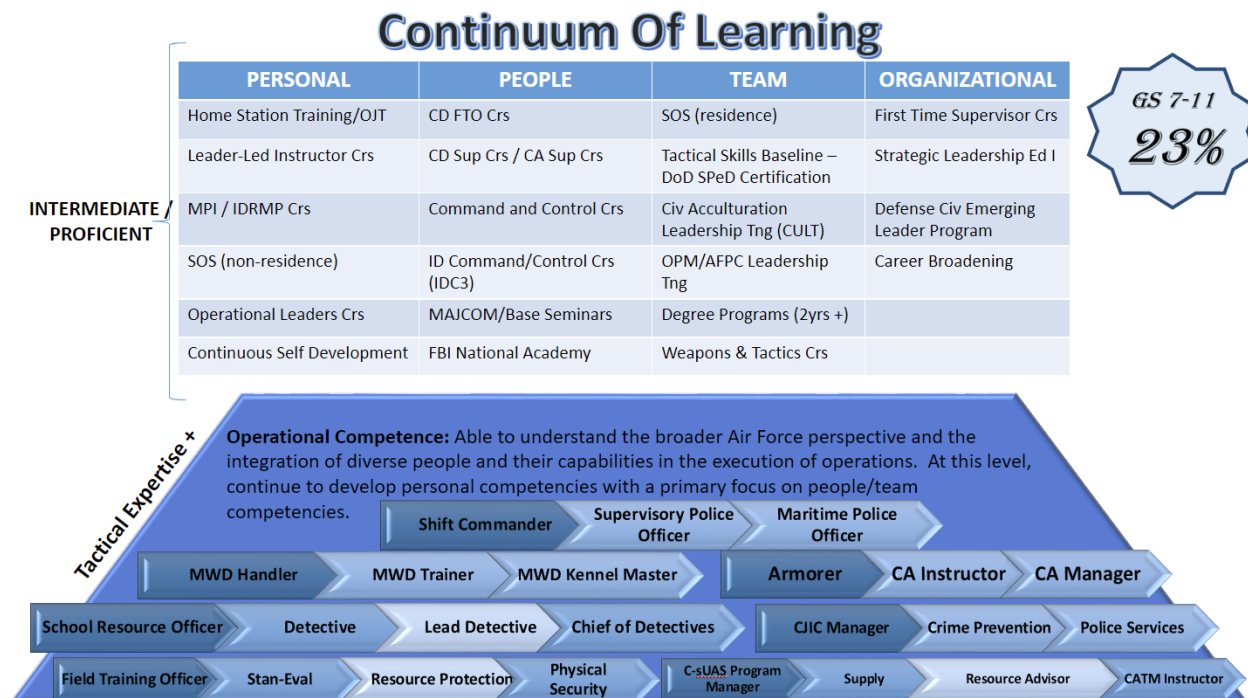


Figure 1.7. Continuum of Learning Intermediate/Proficient



## PART I – SECTION C – PROFICIENCY LEVEL TRAINING REQUIREMENTS

Figure 1.8. Proficiency Level Training Requirements

Basic Proficiency Level	
<b>Knowledge</b>	Knowledge is mandatory of: Weaponry, marksmanship, maneuver, communication, laws, directives, tactics, policies, and procedures governing SF activities; nuclear security; installation security; weapon system and resource security; antiterrorism; law and order; military working dogs; integrated defense; training; and combat arms. Requires frequent guidance.
<b>Education</b>	Successful completion of a Federal, State, county, or municipal police academy or comparable training course that included at least 40 classroom hours of instruction in police department procedures and methods, and local law and regulations, may be substituted for a maximum of 3 months of specialized experience or 6 months of general experience.
<b>Other</b>	The AFI 36-1401, <i>Civilian Position Classification</i> states the Air Force Standard Core Personnel Documents (SCPDs) are mandatory for use when the SCPD appropriately describes the duties of the position as determined by Air Force Personnel Center (AFPC).
<b>Implementation</b>	Begin formal training upon initial EOT or retraining into the SF career field. Initiate duty position qualification training to qualify an individual to perform their assigned duties upon arrival at their first duty station.

<b><i>Intermediate Proficiency Level</i></b>	
<b>Knowledge</b>	Fundamental knowledge in: Weaponry, marksmanship, maneuver, communication, laws, directives, tactics, policies, and procedures governing SF activities; nuclear security; installation security; weapon system and resource security; antiterrorism; law and order; military working dogs; integrated defense; training; and combat arms. Requires occasional guidance.
<b>Education</b>	Successful completion of a Federal, State, county, or municipal police academy or comparable training course that included at least 40 classroom hours of instruction in police department procedures and methods. Seeks out and utilizes resources.
<b>Other</b>	The AFI 36-1401, <i>Civilian Position Classification</i> states the Air Force Standard Core Personnel Documents (SCPDs) are mandatory for use when the SCPD appropriately describes the duties of the position as determined by Air Force Personnel Center (AFPC).
<b>Implementation</b>	Begin formal training upon initial EOT or retraining into the SF career field. Initiate duty position qualification training to qualify an individual to perform their assigned duties upon arrival at their first duty station.

<b><i>Proficient Proficiency Level</i></b>	
<b>Knowledge</b>	Able to complete tasks successfully whilst working independently, without supervision. Help from an expert may be required at certain times, as to be expected. The focus remains on enhancing your own skill also applying what you've learned. You must also understand the application and implication of changes to procedures, policies, and processes in this security area. Generally, requires little or no guidance.
<b>Education</b>	Completed training and education requirements at current GS grade level.
<b>Other</b>	The AFI 36-1401, <i>Civilian Position Classification</i> states the Air Force Standard Core Personnel Documents (SCPDs) are mandatory for use when the SCPD appropriately describes the duties of the position as determined by Air Force Personnel Center (AFPC).
<b>Implementation</b>	Begin formal training base on requirements and/or duties.

<b><i>Skilled Proficiency Level</i></b>	
<b>Knowledge</b>	Can work autonomously without assistance. You are now considered a port of authority a "person to ask" by those at lower proficiency levels. Your focus shifted from self-improvement to mainly focus on organizational issues. Able to consistently provide practical solutions and implementable ideas which have achieved increased proficiency in the security area. Able to impart knowledge unto others and help them learn the skills required to enhance their proficiency levels, in a way that they can understand. You can engage in positive conversation with senior professionals regarding this competency and can assist in the creation of research materials. Serves as a key resource and advises others.
<b>Education</b>	Completed training and education requirements at current GS grade level.
<b>Other</b>	The AFI 36-1401, <i>Civilian Position Classification</i> states the Air Force Standard Core Personnel Documents (SCPDs) are mandatory for use when the SCPD appropriately describes the duties of the position as determined by Air Force Personnel Center (AFPC).
<b>Implementation</b>	Begin formal training upon selection of supervisory requirements and/or duties.

<b>Advanced Proficiency Level</b>	
<b>Knowledge</b>	Able to deliver guidance, provide powerful speeches, and answer any questions related to this area of expertise, as well as create resourceful research material. Main focus is on strategy and improving optimum functionality and having consistently portrayed an extraordinary ability to apply LE activities on numerous projects. Also, able to analyze and explain, through diagram or presentation, any relevant process elements, and highlight any issues or notable trends. Provides a greater understanding among both internal and external colleagues and associates. Sought out by others as a key resource and advises others.
<b>Education</b>	Completed training and education requirements at current GS grade level.
<b>Other</b>	The AFI 36-1401, <i>Civilian Position Classification</i> states the Air Force Standard Core Personnel Documents (SCPDs) are mandatory for use when the SCPD appropriately describes the duties of the position as determined by Air Force Personnel Center (AFPC).
<b>Implementation</b>	Begin formal training upon selection of supervisory requirements and/or duties.

## PART I – SECTION D – RESOURCE CONSTRAINTS

There are currently no resource constraints. This area is reserved.

## PART I – SECTION E – TRANSITION TRAINING GUIDE

As you progress through the GS-0083 Functional Expertise Roadmap, the GS-0080 Functional/Enterprise Leader Roadmap illustrates the next level advancement opportunities.

## PART II – SECTION A - SERIES TRAINING STANDARD (STS)

- Implementation.** These STSs will be used for developmental training.
- Purpose.** The STS at appendices A (Core STS) serves to outline training for civilian CF management and Force Development (FD).

**Figure 1.9. STS Title Line**

Initial skills training and DoD POST training requirements are reflected in the Air Force Job Qualification Standard (AFJQS).									
1. Tasks, Knowledge And Technical References	2. Tasks				3. Certification For OJT				
	GS-7/8	GS-7/8	GS-8/9	GS-9	A	B	C	D	E
	FTO	CLC	SUP	IDC3	Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials

2.1. Lists the most common tasks, knowledge, and Technical References (TR) necessary for the civilian workforce to perform duties in column 1 (Task, Knowledge, and Technical Reference).

2.2. Shows formal training and correspondence course requirements.

2.3. Initial skills training and DoD POST training requirements are reflected in the Air Force Job Qualification Standard (AFJQS).

**3. Documentation.** Document and certify completion of training using the electronic training record. Identify developmental training opportunities. As a minimum, complete the following areas: Training Start, Training Complete, Trainee Initials, Trainer Initials, and Certifier Initials.

3.1. Transcribing from old Career Field Education and Training Plan (CFETP). Use only the STS from the new CFETP to identify all past and current training.

3.2. When transcribing, carry forward *only* the previous completion dates of training.

3.3. The person whose initials appear in the trainer block during the transcription process must meet the requirements of their role.

**4. Training Standard.** Tasks are trained to the proficiency level identified for each element.

**PART II – SECTION B – COURSE OBJECTIVE LIST**

**1. Purpose.** This section of the CFETP identifies training courses available for the occupational series and shows how the courses are used by each MAJCOM in their career field training programs.

**2. Section B** not used. This area is reserved.

**PART II – SECTION C – SUPPORT MATERIAL**

OJT Support materials consist of Department Air Force publications (DAFI, DAFMANs, DAFHs), SF Training Reference Guides (SFTRG), and Technical Orders (T.O.). Applicable SFTRGs can be found on the SF SMARTNet (<https://afsfmil.lackland.af.mil>). These documents contain comprehensive information on SF subjects, procedures, or equipment. Use these publications for qualification or sustainment training, or skills/knowledge enhancement.

**PART II – SECTION D - TRAINING COURSE INDEX**

**Figure 1.10. Training Courses**

Available Courses in Occupational Series		
	Police Academy	<i>Basic</i>
L3AZR3P071 0C3A	SF Combat Leaders Course	
L5AZA3P071 0S0A	Protective Services Training (7H-F18/830-F13)	
L5AZA3P071 0S4A	Special Reaction Team Marksman/Observer (7H-F17/830-F12)	
L5AZN3P051 0S0A	Basic Corrections (Navy) (CIN: A-831-001/CDP: 572B/UIC: 35419)	
L8AZR3P071 0T0B	Traffic Management and Collision Investigation	
L5AZA3P071 0S2A	Special Reaction Team (7H-F17/830-ASIR6)	
L5AZA3P071 0S5A	Military Police Investigation(830-ASIV5) Field Training Officer and LEO Supervisor Courses	<i>Intermediate/ Proficient</i>
L5AZA3P071 0A1A	Antiterrorism Evasive Driving-Staff Driver (7H-F23/830-F16)	



L5AZA3P071 0F0B	Individual Non-Lethal Weapon Instructor Course A15H5A3 (SI2A)	
LAAZR3P071 0K1B	Military Working Dog Trainer	
MWD Interactive Course	Military Working Dog Kennel Master e-Course	
J3AZRTXXXX 0P1A	Principles of Instruction	
SF8124	FBI National Academy	

This list is not all inclusive; please refer to the Education and Training Course Announcements (ETCA) for additional courses and course descriptions, <https://etca.randolph.af.mil/>.

## **PART II – SECTION E – MAJCOM UNIQUE REQUIREMENTS**

There are currently no MAJCOM unique requirements. This area is reserved.

**BY ORDER OF THE SECRETARY OF THE DEPARTMENT OF AIR FORCE**

**OFFICIAL**

**Tom D. Miller**  
**Lieutenant General, USAF**  
**DCS/Logistics, Engineering & Force Protection**

Attachments (4)

1. OTS: Security Forces Specialty (GS-0083 Police Officer)
2. OTS: Reserved for Future Use
3. OTS: Reserved for Future Use
4. CTS: Reserved for Future Use

OCCUPATIONAL SERIES TRAINING STANDARD

## POLICE OFFICER, GS-0083



**Protect – Defend – Fight**

**APPENDIX A**  
**SECURITY FORCES CORE STS**

<i>This Block Is For Identification Purposes Only</i>		
Name of Trainee		
Printed Name (Last, First, Middle Initial)	Initials (Written)	SSAN
Printed Name of Trainer(s) and Written Initials		
NI	NI	
NI	NI	
NI	NI	
NI	NI	
NI	NI	
NI	NI	
NI	NI	
NI	NI	
NI	NI	

**QUALITATIVE REQUIREMENTS**

Proficiency Code Key		
	Scale Value	Definition: The Individual
Task Performance Levels	1	Can do simple parts of the task. Need to be told or shown how to do most of the task. (Extremely Limited)
	2	Can do most parts of the task. Needs only help on hardest parts. (Partially Proficient)
	3	Can do all parts of the task. Needs only a spot check of completed work. (Competent)
	4	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (Highly Proficient)
*Task Knowledge Levels	a	Can name parts, tools, and simple facts about the task. (Nomenclature)
	b	Can determine step-by-step procedures for doing the task. (Procedure)
	c	Can identify why and when the task must be done and why each step is needed. (Operating)
	d	Can predict, isolate, and resolve problems about the task. (Advanced Theory)
**Subject Knowledge Levels	A	Can identify basic facts and terms about the subject. (Facts)
	B	Can identify relationships of basic facts and state general principles about the subject. (Principles)
	C	Can analyze facts and principles and draw conclusions about the subject. (Analysis)
	D	Can evaluate conditions and make proper decisions about the subject. (Evaluations)

Initial skills training and DoD POST training requirements are reflected in the Air Force Job Qualification Standard (AFJQS).									
1. Tasks, Knowledge And Technical References	2. Tasks				3. Certification For OJT				
	GS-7/8	GS-7/8	GS-8/9	GS-9	A	B	C	D	E
	FTO	CLC	SUP	IDC3	Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials
<b>1. Security Forces Culture / History</b>									
1.1. Career Field History. TR: SFTRG 1	B	-	B	-					
1.2. Civilian Defender Career Path and Force Development TR: SFTRG 1	B		B						
1.3. Security Forces Ethics TR: SFTRG 1	B		B						
1.4. Security Forces Mission, Vision, and Mission Essential Tasks. TR: SFTRG 1	B	-	B	-					
1.5. Understanding Security Forces Ethos and Perform Practices Specific to Security Forces (Creed, Post Briefing, and General Orders). TR: SFTRG 1	B	-	B	-					
1.6. Defender Performance Optimization. TR: SFTRG 1	B	2b	B	C					
1.7. Participate in or Lead a Team Through a Defender Performance Optimization Event. TR: SFTRG 1	3c	2b	3c	-					
1.8. After Action Reports and Lessons Learned TR: SFTRG 1	-	2b	C	B					
1.9. Organizational S-Structure and Responsibilities. TR: SFTRG 2	B	-	B	-					
1.10. Conduct GuardMount. TR: SFTRG 1	-	-	4d	-					
1.11. Conduct Leader-Led Training TR: SFTRG 1, DAFI 31-204	3c	B	3c	B					
1.12. Understand Air Force Augmentee (READY) Program. TR: SFTRG 2	B	-	B	-					
<b>2. Security Forces Operations</b>									
<b>2.1. General Knowledge</b>									
2.1.1. Inspect Required Equipment. TR: SFTRG 1	-	-	4d	-					
2.1.2. Control Center Operations. TR: SFTRG 2	B	2b	B	3c					
2.1.3. Flight Chief and Flight Commander Responsibilities TR: SFTRG 1	-	B	4d	-					
2.1.4. Security Forces Manpower Determinants TR: SFTRG 2	-	-	-	2b					
2.1.5. Unit Manning Document and Unit Personnel Management Requirements TR: SFTRG 2	-	-	-	2b					
2.1.6. Security Forces Authorization and Organizational Change Request (ACR/OCR) TR: SFTRG 2	-	-	-	2b					
2.1.7. Understand Field Training Officer Responsibilities. TR: LESFTRG 4	-	-	C	-					
2.1.8. Perform Field Training Officer Duties. TR: LESFTRG 4	4d	-	-	-					
2.1.9. Understand the Purpose of Post Checks and Visits. TR: SFTRG 1	-	-	B	-					
2.1.10. Conduct Post Checks and Visits. TR: SFTRG 1	-	-	2b	-					
2.1.11. Manage Assigned Personnel. TR: SFTRG 1, DAFI 31-204	-	-	3c	-					
2.1.12. Assign Personnel Duty Position. TR: SFTRG 1, DAFI 31-204	-	-	3c	-					
2.1.13. Manage Resources and Budget. TR: SFTRG 2	-	B	3c	2b					
2.1.14. Civilian Personnel Management and Labor Relations. TR: SFTRG 2	-	-	D	-					
2.1.15. Perform Community Relation Techniques TR: LESFTRG 4	-	B	B	2b					
2.1.16. Unconscious Bias (Implicit Bias to include Diversity/Inclusion) TR: LESFTRG 4	C	-	C	-					

Initial skills training and DoD POST training requirements are reflected in the Air Force Job Qualification Standard (AFJQS).									
1. Tasks, Knowledge And Technical References	2. Tasks				3. Certification For OJT				
	GS-7/8	GS-7/8	GS-8/9	GS-9	A	B	C	D	E
	FTO	CLC	SUP	IDC3	Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials
2.1.17. Media and Social Media Relations TR: LESFTRG 4	B	-	B	-					
2.1.18. Identifying Suicidal Actions and Suicide Prevention Techniques TR: SFTRG 1	-	-	C	-					
2.1.19. Nuclear Concepts and Principals. TR: DAFMAN 31-108	-	B	B	B					
2.1.20. Air Base Ground Defense (ABGD) Concepts. TR: SFTRG 3	-	B	B	B					
2.1.21. Integrated Defense Concepts TR: SFTRG 2	B	B	B	B					
2.1.22. Integrated Defense Plan. TR: SFTRG 2	-	2b	B	3c					
2.1.23. Utilize Post Priority Charts. TR: SFTRG 2	-	2b	3c	3c					
2.1.24. Integrated Defense Risk Management Process (IDRMP) TR: SFTRG 2	-	2b	A	3c					
2.1.25. Physical Security Standards. TR: SFTRG 2	B	-	B	-					
2.1.26. Information Fusion Cell. TR: SFTRG 2	-	B	A	B					
2.1.27. Priority Intelligence Requirements mad Commander's Critical Information Requirements (CCIR). TR: SFTRG 2	B	B	B	2b					
2.1.28. Terrorism and Antiterrorism. TR: SFTRG 2	A	-	B	-					
2.1.29. Concept and Application of Random Antiterrorism Measures. TR: SFTRG 2	B	-	B	-					
2.1.30. Understanding Threat Capabilities, Adversary Capabilities, and Intent. TR: SFTRG 2	B	-	B	-					
2.1.31. Incorporate Threat Weapons Types and Capabilities, Counter Threats to Air Force Installations and Resources, and Threat Spectrum into Operations. TR: SFTRG 2	A	B	A	B					
2.1.32. Capabilities of Military Working Dogs. TR: SFTRG 2	-	B	B	B					
2.1.33. Military Working Dogs Legal Considerations. TR: LESFTRG 4	-	B	B	B					
2.1.34. Mutual Aid with Local Law Enforcement. TR: LESFTRG 4	B	-	B	-					
2.1.35. Jurisdiction Knowledge and Considerations. TR: SFTRG 1	B	-	C	-					
2.1.36. Security Forces in Joint Environment (ADCON, OPCON, TACON) TR: SFTRG 1	-	-	-	B					
2.1.37. Perform Casualty and Medical Care TR: SFTRG 1	-	2b	-	-					
2.1.38. Employ Security Forces Technologies. TR: SFTRG 1	B	-	B	-					
2.1.39. Use Night Vision Equipment. TR: SFTRG 3	B	2b	B	2b					
2.1.40. Small Unmanned Aircraft System (sUAS) and Wide Area Detection System (WADS) Capabilities. TR: SFTRG 2	B	B	B	B					
2.1.41. Security Forces Program Management TR: SFTRG 2	B	B	B	C					
2.1.42. Security Forces Training and Standardization and Evaluation Programs. TR: SFTRG 2	B	-	B	B					
2.1.43. Security Forces Duty Officer Program. TR: SFTRG 2	-	-	B	B					
2.1.44. Conduct Flight-Level Exercises and Evaluations. TR: SFTRG 2	3c	-	3c	-					
2.1.45. Conduct and Evaluate Battle Drills and Rehearsals through the Development of Incident Response Scenarios. TR: SFTRG 3	3c	2b	3c	2b					

Initial skills training and DoD POST training requirements are reflected in the Air Force Job Qualification Standard (AFJQS).									
1. Tasks, Knowledge And Technical References	2. Tasks				3. Certification For OJT				
	GS-7/8	GS-7/8	GS-8/9	GS-9	A	B	C	D	E
	FTO	CLC	SUP	IDC3	Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials
2.1.46. Develop Incident Response Scenarios TR: SFTRG 1	3c	2b	3c	-					
2.1.47. Evaluate Performance Objectives and Standards TR: SFTRG 2	3c	-	3c	B					
<b>2.2. Access Control</b>									
2.2.1. Establish Search Areas, Barrier and Obstacle Plans, Additive Procedures TR: SFTRG 2	-	2b	-	2b					
2.2.2. Conduct Entry and Exit Inspections/Procedures. TR: SFTRG 2	B	-	C	-					
<b>2.3. Resource Security</b>									
2.3.1. Deviations, Waivers, and Compensatory Measures. TR: SFTRG 2	-	-	-	B					
<b>2.4. First Responder</b>									
2.4.1. Principles of Incident Command TR: SFTRG 1	C		C	-					
2.4.2. Security Forces Workplace Hazards. TR: SFTRG 1	B	-	C	-					
2.4.3. Prepare After-Action Reports and Lessons Learned. TR: SFTRG 1	-	-	3c	-					
2.4.4. Perform Response Forces Duties (Nuclear, Integrated Defense, Law and Order, Patrolling, Convoy and Mounted Operations, Boat Patrol, Bike Patrol, etc.). TR: SFTRG 2	-	3b	-	3c					
<b>3. Security Forces Tactics and Communication</b>									
3.1. Operate Communication Systems. TR: SFTRG 1	C	2b	C	-					
3.2. Lead Team Movements TR: SFTRG 3	B	3c	C	-					
<b>4. Use Of Force</b>									
4.1. Use of Force Incident Reporting. TR: SFTRG 1	B	B	3c	C					
4.2. Authority to Bear Firearms TR: SFTRG 1	C	-	3c	-					
4.3. Determine Individual Arming Suitability TR: SFTRG 1	B	-	3c	-					
4.4. Use Of Force Considerations in Crowd Situations. TR: SFTRG 1	B	B	C	C					

## APPENDIX B

### GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

#### *References*

- 5 CFR Part 339, *Medical Qualifications Determinations*, title 5 amended 30 March 2023
- 5 CFR Part 2635, *Standards of Ethical Conduct for Employees of the Executive Branch*, title 5 amended 30 March 2023
- 5 CFR § 339.202, *Medical Standards*, title 5 amended 30 March 2023
- 5 CFR § 339.205, *Medical Evaluation Programs*, title 5 amended 30 March 2023
- 5 USC §1104, *Government Organization and Employees*, 3 January 2022
- 10 USC §1585, *Carrying of Firearms*, 3 January 2022
- 10 USC §2672, *Protection of buildings, grounds, property and persons*, 3 January 2022
- 18 USC §926A, *Interstate transportation of firearms*, 3 January 2022
- 18 USC §926B, *Carrying of concealed firearms by qualified law enforcement officers*, 3 January 2022
- 18 USC §1385, *Use of Army, Navy, Marine Corps, Air Force, and Space Force as posse comitatus*, 3 January 2022
- 28 CFR § 20.33 (a) (1), *Dissemination of Criminal History Record Information*, title 28 amended 20 January 2023
- 29 CFR Section 1614.203, *Rehabilitation Act*, title 29 amended 23 March 2023
- 29 USC §791, *Employment of Individuals with Disabilities*, 3 January 2022
- 42 USC §12101, *Equal Opportunity for Individuals with Disabilities*, 3 January 2022
- AFI 1-1, *Air Force Standards*, 7 August 2012
- AFI 10-1302, *Air Force Lessons Learned Program*, 30 July 2019
- AFI 24-301, *Ground Transportation*, 21 October 2019
- AFI 24-302, *Vehicle Management*, 20 February 2020
- AFI 31-115, *Law and Order Operations*, 17 August 2020
- AFI 31-117, *Arming and Use of Force by Air Force Personnel*, 5 August 2020

AFI 31-118, *Security Forces Standards and Procedures*, 17 August 2020

AFI 31-218, *Motor Vehicle Traffic Supervision*, 9 December 2021 (GM)

AFI 36-2654, *Combat Arms Program*, 15 April 2020

AFI 36-1401, *Civilian Position Classification*, 02 January 2019

AFI 38-101, *Manpower and Organization*, 29 August 2019

AFI 44-108, *Infection Prevention and Control Program*, 5 June 2019

AFI 44-110, *The Cancer Surveillance Program*, 19 June 2019

AFI 48-110, *Immunizations and Chemoprophylaxis for the Prevention of Infectious Diseases*,  
15 February 2018

AFI 48-127, *Occupational Noise and Hearing Conservation Program*, 14 September 2022 (GM)

AFI 48-137, *Respiratory Protection Program*, 12 September 2018

AFMAN 41-210, *Tricare Operations and Patient Administration Functions*, 9 September 2019

AFPD 31-1, *Integrated Defense*, 20 June 2018

AFPD 36-1, *Appropriated Funds Civilian Management and Administration*, 17 March 2019

AFPD 36-27, *Equal Opportunity*, 17 March 2019

AFPD 38-1, *Manpower and Organization*, 01 July 2019

Allied Communication Publication (ACP) 125 (F), *Communications Instructions Radiotelephone  
Procedures*, 28 November 2016

CJCSM 3150.25B, *Joint Lessons Learned Program*, 12 October 2018

DAFI 31-101, *Integrated Defense (ID)*, 24 March 2020

DAFI 36-147, *Civilian Conduct and Responsibility*, 10 January 2023

DAFI 36-148, *Discipline and Adverse Actions of Civilian Employees*, 26 September 2022

DAFI 36-2646, *Security Forces Training and Standardization Evaluation Programs*,  
18 December 2019

DAFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, 27 February 2023 (GM)

DAFMAN 48-123, *Medical Examinations and Standards*, 7 December 2020

DAFMAN 36-203, *Staffing Civilian Positions*, 29 July 2019



DAFMAN 36-2655, *USAF Small Arms and Light Weapons Qualification Programs*,  
22 February 2023

DAFMAN 36-2806, *Military Awards: Criteria and Procedures*, 26 October 2022

DoD 5500.7-R, *Joint Ethics Regulation (JER)*, 17 November 2011

DoDI 7730.47, *Defense Incident-Based Reporting System (DIBRS)*, 9 July 2020

DoDI 1000.13, *Identification (ID) Cards for Members of the Uniformed Services, Their Dependents, and other Eligible Individuals*, 14 December 2017

DoDI 1010.09, *DoD Civilian Employee Drug-Free Workplace Program*, 28 June 2018

DoDI 1400.25, Vol 591, *DoD Civilian Personnel Management System: Uniform Allowance Rates for DoD Civilian Employees*, 3 March 2017

DoDI 2000.12, *DoD Antiterrorism (AT) Program*, 8 May 2017

DoDI 3020.50, *Private Security Contractors Operating in Contingency Operations, Humanitarian or Peace Operations, or Other Military Operations or Exercises*, 13 October 2022

DoDI 5505.17, *Collection, Maintenance, Use and Dissemination of Personally Identifiable Information and Law Enforcement Information by DoD Law Enforcement Activities*, 29 November 2016

DoDI 5525.12, *Implementation of the Amended Law Enforcement Officers Safety Act of 2004 (LEOSA)*, 23 September 2022

DoDI 5525.13, *Deputation of DoD Personnel*, 7 September 2022

DoDI 5525.14, *DoD Law Enforcement Officers (LEOs) Flying Armed*, 1 October 2020

DoDI 5525.15, *Law Enforcement (LE) Standards and Training in the DoD*, 30 September 2020

DoDI O-2000.16v1, *Antiterrorism (AT) Program Implementation: DoD Antiterrorism Standards*, 7 May 2021

DoDI O-2000.16v2, *Antiterrorism (AT) Program Implementation: DoD Force Protection Condition (FPCON) System*, 8 May 2017

DoDM 5200.01v1\_AFMAN 16-1404v1, *Information Program: Overview, Classification and Declassification*, 5 April 2022

DoDM 5200.01v2\_AFMAN 16-1404v2, *Information Security Program: Marking of Classification, and Declassification*, 6 January 2021

DoDM 5200.01v3\_AFMAN 16-1404v3, *Information Security Program: Protection of Classified Information*, 8 April 2021

DoDM 5200.02\_AFMAN 16-1405, *Air Force Personnel Security Program*, 1 August 2018

DoDM 6055.05, *Occupational Medical Examinations: Medical Surveillance and Medical Qualification*, 27 July 2022

DoDM 7730-47-M\_v1, *Defense Incident-Based Reporting System (DIBRS): Data Segments and Elements*, 18 September 2020

DoDM 7730-47-M\_v2, *Defense Incident-Based Reporting System (DIBRS): Supporting Codes*, 19 October 2020

MISC PUB 27-7, *Manual for Courts-Martial United States (2019 Edition)*, 15 February 2019

### ***Adopted Forms***

AF Form 52, *Evidence Tag*  
AF Form 53, *Security Forces Desk Blotter*  
AF Form 55, *Employee Safety and Health Record*  
AF Form 75, *Visitor Pass*  
AF Form 522, *USAF Ground Weapons Training Data*  
AF Form 523, *USAF Authorization to Bear Firearms*  
AF Form 538, *Personal Clothing and Equipment Record*  
AF Form 688c, *Armed Transfer Agent*  
AF Form 1109, *Visitor Register Log*  
AF Form 1168, *Statement of Suspect/Witness/Complainant*  
AF Form 1176, *Authority to Search and Seize*  
AF Form 1315, *Accident Report*  
AF Form 1361, *Pick Up/Restriction Order*  
AF Form 1364, *Consent for Search and Seizure*  
AF Form 1800, *Operator's Inspection Guide and Trouble Report*  
AF Form 3226, *Authority to Apprehend in a Private Dwelling*  
AF Form 3907, *Security Forces Field Interview Data*  
AF Form 4329, *AF Observation, Issue or Lessons Learned (for use on the NIPRNET)*  
AF Form 4329A, *AF Observation, Issue or Lessons Learned (for use on the SIPRNET)*  
AF Form 4330, *After Action Summary Report (for use on the NIPRNET)*  
AF Form 4330A, *After Action Summary Report (for use on the SIPRNET)*  
DAF Form 797, *Job Qualification Standard Continuation/Command JQS)*  
DAF Form 623, *Individual Training Record Folder*  
DAF Form 623a, *On-the-Job Training Record- Continuation Sheet*  
DAF Form 847, *Recommendation for Change of Publication*

DAF Form 1098, *Special Task Certification and Recurring Training*  
DAF Form 3545, *Incident Report*  
DD-214, *Certificate of Release or Discharge from Active Duty*  
DD Form 577, *Appointment/Termination Record – Authorized Signature*  
DD Form 2708, *Receipt for Pre-Trial/Post-trial Prisoner or Detained*  
DD Form 2760, *Qualification to Possess Firearms or Ammunition*  
DD Form 460, *Provisional Pass*  
OF 178, *Certificate of Medical Examination*  
OF 306, *Declaration for Federal Employment*  
OF 345, *Physical Fitness Inquiry for Motor Vehicle Operators*  
SF 52, *Request for Personnel Action*  
SF 182, *Authorization, Agreement, and Certificate of Training*  
SF 1034, *Public Voucher for Purchases and Services Other Than Personal*

### *Abbreviations and Acronyms*

**AAR**—After Action Report

**ADA**—The Americans with Disabilities Act

**AF/A4S**—Headquarters Air Force Director  
of Security Forces

**AFCS**—Air Force Civilian Service

**AFECD**—Air Force Enlisted Classification  
Directory

**AFCFM**—Air Force Career Field Manager

**AFECD**—Air Force Officer Classification  
Directory

**AFI**—Air Force Instruction

**AFIMSC/PSU AFSFC**—Air Force  
Installation & Mission Support  
Center/Primary Subordinate Unit,  
Air Force Security Forces Center

**AFJI**—Air Force Joint Instruction

**AFLP**—Air Force Lessons Process

**AFMAN**—Air Force Manual

**AFPC**—Air Force Personnel Center

**AFPD**—Air Force Policy Directive

**AFRC**—Air Force Reserve Command

**AFSC**—Air Force Specialty Code

**AFSFC**—Air Force Security Forces Center

**ANACI**—Access National Agency Check  
with Written Inquiries and Credit  
Check

**ANG**—Air National Guard

**ATO**—Antiterrorism Officer

**AUO**—Administratively Uncontrolled  
Overtime

**BDOC**—Base Defense Operations Center

**BPM**—Beats Per Minute

**CAC**—Common Access Card

**CALT**—Civilian Acculturation Leadership  
Training Program

**CBA**—Collective Bargaining Agreement

**CFETP**—Career Field Education and  
Training Plans

**CFM**—Career Field Manager

**COA**—Courses of Action

**CONUS**—Continental United States

**CPF**—Civilian Personnel Flight

**CPO**—Civilian Personnel Office

**CPS**—Civilian Personnel Section

**CP/SG**—Civilian Police/Security Guard

**CSA**—Continued Service Agreement

**CSAF**—Chief of Staff of the Air Force

**CTAP**—Career Transition Assistance  
Program

**DAF**—Department of the Air Force

**DBIDS**—Defense Biometric Identification  
System

**DCII**—Defense Clearance and  
Investigations Index

**DFC**—Defense Force Commander

**DF-LCS**—Defensor Fortis Load Carrying System

**DIBRS**—Defense Incident Base Reporting System

**DMDC**—Defense Manpower Data Center

**DoD**—Department of Defense

**DoDD**—Department of Defense Directive

**DoDI**—Department of Defense Instruction

**DPE**—Duty Performance Evaluation

**DRU**—Direct Reporting Units

**ECC**—Emergency Control Center

**ECG**—Electrocardiogram

**EEG**—Electroencephalogram

**EWCB**—Equipment Weapons Configuration Board

**EWG**—Effects Working Group

**FCC**—Federal Communications Commission

**FIRS**—Fingerprint Identification Records System

**FPCON**—Force Protection Condition

**FOA**—Field Operating Agency

**HAF**—Headquarters Air Force

**HDL**—High-Density Lipoprotein

**HL**—Hearing Loss

**HSPD**—Homeland Security Policy Directive

**IAC**—Installation Access Control

**ICTAP**—Interagency Career Transition Assistance Program

**ID**—Integrated Defense

**IDC**—Integrated Defense Council

**IDP**—Integrated Defense Plan

**III**—Interstate Identification Index

**JCA**—Job Compatibility Assessment

**JCIDS**—Joint Capabilities Integration Development System

**JLLIS**—Joint Lessons Learned Information System

**JOA**—Job Opportunity Announcement

**JTS**—Job Training Standard

**KSA**—Knowledge Skills Assessment

**L2**—Lesson Learned

**L2IPWG**—Lessons Learned Integrated Program Working Group

**LE**—Law Enforcement

**LEO**—Law Enforcement Officer

**LEOSA**—Law Enforcement Officer Safety Act

**LMR**—Land Mobile Radio

**LWOP**—Leave Without Pay for Personal or Compassionate Reasons

**MAJCOM**—Major Command

**MCM**—Manual for Courts-Martial

**MI**—Myocardial Infarction

**MRE**—Military Rules of Evidence

**MRO**—Medical Review Officer

**MWD**—Military Working Dog

**NACIC**—National Agency Check Plus  
Written Inquiries and Credit Check

**NAF**—Numbered Air Force

**NCIC**—National Crime Information Center

**NCO**—Noncommissioned Officer

**NLETS**—National Law Enforcement  
Terminal System

**NOTAM**—Notice to Airmen

**OCO**—Overseas Contingency Operations

**OCONUS**—Outside of Continental United  
States

**OPF**—Organization Personnel Folder

**OPM**—Office of Personnel Management

**OPR**—Office of Primary Responsibility

**OSD**—Office of Secretary of Defense

**OT&E**—Organize, Train and Equipment

**PACS**—Physical Access Control System

**PAT**—Physical Agility Test

**PD**—Position Descriptions

**PM**—Program Manager

**POC**—Point of Contact

**POM**—Program Objective Memorandum

**POST**—Peace Officer Standards and  
Training

**POV**—Privately Owned Vehicles

**PPD**—Purified Protein Derivative

**PRAP**—Personnel Reliability Assurance  
Program

**PSEAG**—Physical Security Enterprise &  
Analysis Group

**PTL**—Physical Training Leader

**QLEO**—Qualified Law Enforcement  
Officer

**RCM**—Rules for Courts-Martial

**RDT&E**—Research, Development, Test &  
Evaluation

**RPA**—Request Personnel Action

**RPL**—Reemployment Priority List

**RTC**—Readiness Training Center

**SB**—Security Board

**SCPD**—Standard Core Personnel Document

**SF**—Security Forces

**SFEC**—Security Forces Executive Council

**SFEG**—Security Forces Enterprise  
Governance

**SF-QRB**—Security Forces-Qualification  
Review Board

**SFTRG**—Security Forces Training  
Reference Guides

**SJA**—Staff Judge Advocate

**SMP**—Strategic Master Plan

**SNCO**—Senior Noncommissioned Officer

**SOI**—Squadron Operating Instruction

**SOP**—Standing Operating Procedures

**SRT**—Security Response Team

**SWG**—Security Working Group

**TA**—Talent Acquisition

**TO**—Technical Orders

**TOA**—Table of Allowances

**TTP**—Tactics, Techniques and Procedures

**UCMJ**—Uniform Code of Military Justice

**UoF**—Use of Force

**US**—United States

**USAF**—United States Air Force

**USC**—United States Code

**VA-LETC**—Veterans Affairs Law  
Enforcement Training Center